

Payout! Final 2015 THIP reward slated for Sept. 30 paycheck

Thursday, August 25, 2016 - 10:43am



Before the Colorado Region dives heavily into the new 2016 Total Health Incentive Plan (THIP), we need to close out 2015 THIP with last year's final results. And there's good news!

As you probably remember, the Colorado Region successfully met Gate 1 of last year's THIP: 75 percent of benefit-eligible employees completed the Total Health Assessment (THA). In fact, we finished the year at 79 percent and received a payout of \$150 for benefit-eligible employees in our Feb. 19 paychecks.

'Gate 2' reward

There's more good news from 2015's THIP: Colorado **also** officially achieved the Gate 2 payout: 85 percent of KPCO employees needed to be up-to-date with BMI, Blood Pressure, Cholesterol, and Smoking Status. Colorado led all KP regions and finished on top with a whopping 92 percent screening rate for 2015. **All benefit-eligible employees (which includes CPMG's administrative team members) should see another \$150 in our Sept. 30th paycheck as a line item titled "THIP bonus."** To be eligible for bonus payouts for the 2015 plan year, benefit-eligible employees must have completed 90 days of employment and be active at the time of bonus calculation.

Health Improvement Goal: 2015 Final Results

For THIP eligible employees by region, data as of December 31, 2015

	BMI	CHOLESTEROL	BP	SMOKING	Average % Change Improvement
NCAL	X	✓	✓	✓	N/A
SCAL	X	✓	X	✓	N/A
OO	X	✓	✓	X	N/A
GA	X	X	✓	✓	N/A
HI	✓	X	✓	X	N/A
MAS	X	✓	X	✓	N/A
NW	X	✓	X	✓	N/A
NEUN	X	X	✓	✓	N/A

Red X and green check mark indicate if any measure by year and BMI, to derive to calculate the Average % Change Improvement. A region cannot have an increase in risk level and decrease in risk level.

Red X and green check mark indicate if any measure by year and BMI, to derive to calculate the Average % Change Improvement. A region cannot have an increase in risk level and decrease in risk level.

UNIONS

healthyworkforce

Unfortunately, Colorado did not meet the Gate 3 payout for Health Improvement. Our Body Mass Index (BMI or calculation of weight vs. height) actually increased 1.9%. In addition, the number of smokers in our region increased 2.3%. To have met the Gate 3 Health Improvement goal and its \$200 bonus, the region must have achieved an improvement of at least 1.7 percent across the biometric areas, with no increased risk levels in any of the individual measures. The graphic to the right shows where we hit and missed on 2015's Gate 3 payout.

For this year, please stay tuned for more information on the **2016** Total Health Incentive Plan. There are some new wrinkles that will change the payout possibilities.

In the meantime, congratulations to all KPCO benefit-eligible team members for reaching two of the three possible 2015 THIP payouts, which will total \$300 of the total \$500 possible for the 2015 THIP.

THIS IS STORY 2 THAT WILL BE COMING OUT WEEK OF SEPT 12th.

Now the 2016 Total Health Incentive Plan (THIP), which rewards eligible employees for collectively improving or maintaining their health and wellness in each region, is even better. How well we do collectively in the 2016 THIP will be determined by comparing regional rates measured as of December 31, 2015 (baseline), with regional rates measured as of December 31, 2016.

What's new:

- The Total Health Assessment (THA) is **no** longer part of the plan, although it is still available as an online tool for KP members and employees.
- There are now only two parts: A Screening Gate and Health Improvement Goal.

Step 1: Health Screenings Gate: Goal is to increase the number of employees who are up to date on six health screenings – BMI; blood pressure; smoking; and breast, cervical, and colorectal cancer. [Click here to look at dates needed for current screenings.](#)

- KPCO Baseline: 88.8%
- If we increase our average screenings by 1% we would receive \$75.
- If we increase our average screenings by 2%, we would receive \$150.

Step 2: Health Improvement Goals: Once Step 1 Health Screenings Gate is satisfied; Health Improvement goals are unlocked.

Average BMI — The goal is to maintain or improve its mean (average) BMI across eligible employee population.

- KPCO Baseline: 29.1 mean BMI
- 2016 Goal: maintain or improve 29.1 mean BMI
- If we maintain our BMI=\$100, if we reduce our BMI to 28.9=\$150 bonus, if we reduce our BMI to 28.1=\$250 bonus

Blood Pressure — The goal is to collectively improve at least 1 percentage point in the number of eligible employees with a healthy blood pressure (BP < 140/90) for a \$50 bonus.

- KPCO Baseline: 96.9% in healthy range
- 2016 Goal: 97.9% or more eligible employees in healthy range

Smoking — The goal is to improve nonsmoking rate by 1 percentage point for a \$50 bonus.

- KPCO Baseline: 91.1% Nonsmokers
- 2016 Goal: 92.1% or more eligible employees not smoking

Screening	Measurement Date
Body Mass Index (BMI):	Have a 2015 or 2016 date taken in medical chart
Blood pressure:	Have a 2015 or 2016 date taken in medical chart
Blood pressure	Have documented in chart by December 31,2016
Breast cancer screening	Women 50-74 years of age who had a mammogram during 2015 or 2016.
Cervical cancer screening	Women 21-65 years of age who received at least one Pap test during 2014, 2015, or 2016.
Colorectal cancer Screening	Men and women 50-75 years of age who have had: Fecal occult blood test (FOBT) during 2016; Flexible sigmoidoscopy in 2012-2016 Colonoscopy during 2006-2016

For more information of the new THIP, click here [2016THIPInfographic](#).

Based on our baseline data, it looks like we need to work on reducing our smoking status and weight as a focus area.

Please consider taking advantage of some of our resources for KP employees:

[Weight management resources](#)

[Quit Smoking resources](#)

Health is a Team Sport-Let's get healthy together!